GOVERNMENT OF INDIA
DEFENCE
LOK SABHA

UNSTARRED QUESTION NO:2483
ANSWERED ON:18.12.2003
UNIFORMITY IN PAY SCALE
SRIPRAKASH JAISWAL

Will the Minister of DEFENCE be pleased to state:

(a) the details of conditions laid for recruitments and promotions of Firemen grade wise in the three services of Armed Forces including Ordnance Factories alongwith their scales of pay;

(b) whether there is any difference in scales of pay and conditions for promotions in the three services for different grades of firemen;

(c) if so, the details and reasons therefor;

(d) whether some exercise has been undertaken to bring uniformity in the scales of pay, conditions for their recruitments and promotions;

(e) if so, the details thereof; and

(f) if not, the reasons therefor?

Answer

MINISTER OF DEFENCE (SHRI GEORGE FERNANDES)

(a) The details are placed at Annexure `A`.

(b) Yes, Sir.

(c) to (f): The Anomalies Committee of the Ministry of Defence in its second meeting held on 7th January 1999considered the disparity in scales of pay and conditions for promotions in the Fire Fighting Staff of three Services.The Anomalies Committee recommended the initiation of proposals by the three Services to achieve parity with firemen of Defence Research & Development Organisation. Accordingly, the Naval Headquarters sent their proposal and the same was sent by MOD to Ministry of Finance.They, however, rejected it on the ground that the same was not in conformity with the recommendations of Vth Central Pay Commission.

DETAILS OF PAY SCALES IN RESPECT OF FIRE FIGHTING STAFF OF NAVAL HEADQUARTERS

Sl No	Name of the post	Pay scale	Method of recruitment	Eligibility condition for DR/ Promotion/Transfer/re-employment
1.	Deputy Fire Officer	5000-8000	50% by Promotion and 50% by Transfer on deputation / re-employment (for ex-serviceman) and failing all by DR	Promotion: Civilian Assistant Fire Master/ Assistant Fire Superintendent with 5 years service in the grade, failing that Civilian Assistant Fire Master/ Assistant Fire Superintendent with 7 years continuous combined service in the grades of Civilian Assistant Fire Master/ Assistant Fire Superintendent and Supervisor (Fire). For Ex-Serviceman :- Transfer on deputation/re-employment For Armed forces personnel due to retire or to be transfer to the reserved within a period of one year having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed

Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR: Essential :

(i) Matriculation or equivalent qualification.

(ii) Senior Fire Supervisors course from Defence Institute of Fire Research, Ministry of Defence, New Delhi or the Sub Officers course from National Fire Service College, Nagpur or any other recognised course.

(iii) Must be conversant with the use and maintenance of all types of extinguishers, hose fittings and fire appliances and equipment like fire engines, trailor fire pumps, foam branches, etc.

(iv) Must have served in a recognised civil or Defence or Port Trust Fire Brigade in a supervisory capacity for a minimum period of three years.

Desirable:

(i) Station Officers Course from National Fire Service College, Nagpur.

(ii) Experience of inareuxrional duties in a Fire Service Organisation.

2. Civilian Assistant Fire Master/ Assistant Fire Superintendent 4000-6000 By promotion failing that by transfer, failing both by Transfer on deputation /re- employment (for ex-serviceman) and failing all by DR basis, failing which having total continuous combined service of 5 years in the grade of Supervisor (Fire) and Leading Hand Fire (Selection Grade)and Fire Engine Driver grade-I. Promotion: Supervisor (Fire) with three(03) years continuous service in the grade on regular basis,

Transfer :

Persons serving in similar, equivalent or higher grades in the lower formations of the Defence Services and possessing qualifications of DR.

For Ex-Serviceman :-

Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transfer to the reserved within a period of one year having the

		qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.	
		DR:	
(i) Matriculation or equivalent qualification			
(ii) Senior Fire Supervisors course from Defence Institute of Fire Research, Ministry of Defence, New Delhi or the Sub Officers course from National Fire Service College, Nagpur or any other similar recognised course.			
(iii) Must be conversant with the use and maintenance of all types of extinguishers, hose fittings and fire appliances and equipment like fire engines, trailor fire pumps, foam branches, etc.			
(iv) Must have served in a recognised civil or Defence Fire Brigade in a supervisory capacity not below the rank of Supervisor grade-I or sub officers for a minimum period of three years.			
3. Supervisor (Fire)	4000-6000	(a) 50 % by promotion failing that by transfer, failing both by transfer on deputation/re-employment (for ex-serviceman) and failing all by DR	Promotion: (a) From Leading Hand Fire (Selection Grade): 50% Leading Hand Fire (Selection Grade) with two years continuous service in the grade, failing that Leading Hand Fire (Selection Grade) with four years combined service in the grade of Leading Hand Fire(Selection Grade)/ Leading Hand Fire (Ordinary Grade)/ Fire Engine Driver.
		(b) 50% by promotion from Fire Engine Driver grade-I failing that by transfer, failing both by transfer on deputation/re-employment (for ex-serviceman) and failing all by DR	(b) 50% from Fire Engine Driver Grade-I: Fire Engine Driver Grade-I with two years continuous service in the grade, failing that Fire Engine Driver Grade-I with 4 years combined service in the grade of Fire Engine Driver Grade-I/ Fire Engine Driver Grade-II (including the service rendered as erstwhile Fire Engine Driver), failing both Fire Engine Driver Grade-II with 5 years continuous service in the grade.
			(c) Transfer: Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services.
			(d) For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR : :

(i) Matriculation or equivalent qualification

(ii) Senior Fire Supervisors course from Defence Institute of Fire Research, Ministry of Defence, New Delhi or the Sub Officers course from National Fire Service College, Nagpur or any other recognised course.

(iii) Must be able to impart training to Fire Crew and Unit personnel in the use and maintenance of all items of fire fighting equipment or appliances and all evaluation of fire service drills.

(iv) Must have served in a recognised civil or Defence Fire Brigade for at least for three years in rank not below the rank of leading hand (Fire) or equivalent.

(v) Must be conversant with the use and maintenance of all types of extinguishers, hose fittings and fire appliances and equipment like fire engines, trailor fire pumps, foam branches, etc.

(vi) Must be physically fit and capable of performing strenuous duties and must have passed the test specified in note-II below.

4. Leading Hand Fire (Selection Grade) 3050-4590 Promotion Promotion : Leading Hand Fire/ Leading Fireman/ Fire Engine Driver/ Fire Engine Driver Grade-II with 3 years service in the grade subject to passing the prescribed trade test.

5. Leading Hand Fire (Ordinary Grade)/ Leading Fireman 3050-4590 By promotion failing which Promotion: Fireman Grade-I with 3 years by transfer, failing both by continuous service in the grade, failing transfer on deputation /re- that Fireman Grade-I with 4 years employment (for ex-serviceman) combined service in the grade of Fireman and, failing all by DR Grade-I and Fireman Grade-II and, failing that Fireman Grade-II with 5 years service in the grade subject to passing in departmental test.

Transfer : Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services and possessing qualification of DR

For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR : Essential :

(i) Must have passed Matriculation examination or equivalent.

(ii) Must be conversant with the use and maintenance of all types of extinguishers, hose fittings and fire appliances and equipment like fire engines, trailor fire pumps, foam branches, etc.

(iii) Must be capable of training guiding and controlling the working independent of a shift.

(iv) Must have served in a recognised civil or Defence fire brigade as Fireman for a minimum period of three years.

(v) Must be physically fit and capable of performing strenous duties and must have passed the test specified in note-II below.

Desirable: Should have passed the general fire fighting course from Defence Institute of Fire Research, Ministry of Defence, New Delhi or the sub officers course from National Fire Service College, Nagpur or any other similar recognised course.

6. Fire Engine Driver Grade-I | 3050-4590 | Promotion failing that by transfer and failing that by DR | Promotion : Fire Engine Driver/ Fire Engine Driver Grade-II/ Leading Hand Fire (OG) with three years service in the grade subject to possessing heavy vehicle driving license and passing in the trade test and failing that Fire Engine Driver/ Fire Engine Driver Grade-II/ Leading Hand Fire (OG) with four years combined service in the grade

of Fire Engine Driver/ Fire Engine Driver Grade-II/ Leading Hand Fire (OG) and Fireman Grade-I of which 2 years must be in the grade of Fire Engine Driver/ Fire Engine Driver Grade-II/ Leading Hand Fire (OG), subject to possessing heavy vehicle driving license and passing in a trade test.

Transfer : Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services and possessing qualifications of DR.

For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR :

(i) Middle School Examination passed or equivalent.

(ii) 5 years experience as Fireman and Driver

(iii) Must possess heavy vehicle driving licence from recognised authority.

(iv) To possess physical standard as laid down for DR of Fireman Grade-II

7. Fire Engine Driver Grade-II 3050-4590 By Promotion failing which by transfer, failing both by transfer on deputation / re-employment (for ex-serviceman) and failing all by DR Promotion : Fireman Grade-I with 3 years service in the grade, failing that Fireman Grade-I with 4 years combined service in the grade of Fireman Grade-I and Fireman Grade-II, failing that Fireman Grade-II with 5 years service in the grade and possessing valid heavy vehicle driving licence and subject to passing in a departmental trade test.

Transfer : : Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services and possessing qualifications of DR

For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR : :Essential

(i) Must have passed Middle School Examination or equivalent.

(ii) Must have at least three years experience of drawing heavy vehicle and be in possession of valid drawing license

(iii) Must be physically fit and capable of performing strenuous duties and must have past trade test specified in note-II below.

Desirable :-

(i) Should be familiar with maintenance and operation of various types of fire appliances.

(ii) Experience of having worked on a regular civil or Defence fire brigade as Fireman grade-I or Senor Fireman.

(iii) Should have passed the general fire fighting course of Defence institute of fire research, Ministry of Defence, New Delhi or the sub officers course from National Fire Service Collage, Nagpur or any other similar recognised course

8. Fireman Grade-I 2750-4400 By Promotion, failing that by transfer, failing both by transfer on deputation/ re-employment (for ex- serviceman) and, failing all by DR Promotion : Fireman Grade-II with 3 years service in the grade rendered after appointment thereto on regular basis.

Transfer : Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services and possessing qualifications of DR.

For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR :

(i) Middle School or equivalent qualification.

(ii) Must be conversant with the use and maintenance of all types of extinguishers hose fittings and fore appliance and equipment like fire engine, Trailor, Fire pumps, Foam branches etc.

(iii) Must be familiar with use of and maintenance of first aid fire fighting appliances and Trailor pump.

(iv) Must now elementary principles of fire fighting methods employed in fighting different types of fire.

(v) Must be conversant foot and appliances fire service drills and be able to performed the task allotted

to the member of fire crew.

(vi) Must have served in recognised in civil Defence fire brigade as fireman grade-II for minimum period of three years.

(vii) Must be physically fit and capable of performing strenuous duties and must have past trade test specified in note-II below.

9. Fireman Grade-II 2650-4000 By transfer, failing that by transfer on deputation/ re-employment (for ex- serviceman) and, failing all by DR Transfer : Persons serving in similar, equivalent or higher grades in the civil post of the Defence Services and possessing qualifications of DR.

For Ex-Serviceman :- Transfer on deputation/re-employment

The Armed forces personnel due to retire or to be transferred to the reserved within a period of one year and having the qualification of DR can be considered. Such persons will be given deputation terms up to the date on which they are due for release from Armed Forces and there after they will be continued on re-employment basis till the attain the age of superannuation in civil post.

DR :

(i) Must have passed middle school examination.

(ii) Must be physically fit and capable of performing strenuous duties and must have passed the trade test specified in Note-II below.

DETAILS OF PAY SCALES IN RESPECT OF FIRE FIGHTING STAFF OF EME DIRECTORATE

Grades	Pay Scales	Condition for Recruitment	Condition for Promotion
Fireman Grade-II	2650-65-3300-70-4000	(i) Must have passed Middle School examination (ii) Must be physically fit and capable of performing strenuous duties and must have passed the test prescribed to check physical fitness	Not applicable
Fireman Grade-I	2750-70-3800-75-4400	(i) Middle School or equivalent qualification Fireman Grade-II with three years continuous service in the grade (ii) Must be conversant with the use and maintenance of all types of extinguishers, hose fitting s and fore appliance and equipments like fire engines, trailer, fire pumps foam branches, etc. (iii) Must be familiar with the use and maintenance of first aid and fire fighting appliances and Trailer Fire Pump. (iv) Must know elementary principles of Fire fighting methods employed in fighting different types of fire.	thereto on a regular basis.

(v) Must be conversant with foot and appliance Fire Service Drills and be able to perform the task allotted to the member of a Fire Crew.

(vi) Must have served in a recognized civil or defence Fire Brigades as Fireman Grade-II for a minimum period of three years.

(vii) Must be physically fit and capable of performing strenuous duties and must have passed the test prescribed to check physical fitness.

Leading Hand Fire 3050-75-3950-80-4590 Essential:

(Ordinary Grade)

(i) Must have passed Matriculation examination or equivalent Fireman Grade-I with three years continuous service in the grade failing which

(ii) Must be conversant with the use and maintenance of all types of extinguishers, hose fittings and fire appliances and equipments like fire engines, trailer, fire pumps foam branches, etc. six years combined service in the grade of Fireman Grade-I and Fireman Grade-II rendered after appointment thereto on a regular basis & possessing

(iii) Must be capable of training, guiding and controlling the working of B Crane and capable of taking independent charge of a shift. a valid heavy driving licence and subject to passing a departmental trade test.

(iv) Must have served in a recognized Civil or Defence Fire Brigade as Fireman for a minimum period of three years.

(v) Must be physically fit and capable of performing strenuous duties and must have passed the test prescribed to check physical fitness.

Desirable: Should have passed the general Fire Fighting Course from Defence Institute of Fire Research, Min of Def., New Delhi or the Sub-Officers Course from National Fire Service College, Nagpur or any other similar recognized course.

Fire Engine Driver 3050-75-3950-80-4590

(i) Must have passed Middle School examination or equivalent. Fireman Grade-I with three years continuous service in the grade failing which

(ii) Must have at least three years experience of driving heavy vehicles and be in possession of valid driving licence. six years combined service in the grade of Fireman Grade-I and Fireman Grade-II rendered after

(iii) Must be physically fit and capable appointment thereto on a

	of performing strenuous duties and must have passed the test prescribed to check physical fitness.	regular basis & possessing a valid heavy driving licence and subject to passing a departmental trade test.	
	Desirable:		
(i)	Should be familiar with maintenance and operation of various types of fire appliances.		
(ii)	Experience of having worked in a regular civil or defence Fire Brigade as Fireman Grade-I or Senior Fireman.		
(iii)	Should have passed the general Fire fighting Course from Defence Institute of Fire Research, Min. of Def., New Delhi or the Sub-Officers Course from National Fire Service College, Nagpur or any other similar recognized course.		
Leading Hand Fire			
(Selection Grade).	3050-75-3950-80-4590	Not Applicable	Leading Hand Fire (Ordinary Grade/Fire Engine Driver with three years service in the grade rendered after appointment thereto on a regular basis.
Supervisor (Fire)	4000-100-6000		
(i)	Matriculation or equivalent qualification.	Leading Hand Fire (Selection Grade) with two years continuous	
(ii)	Senior Fire Supervisors Course from Defence Institute of Fire Research, Min of Def., New Delhi or the Sub-Officers Course from National Fire Service College, Nagpur or any other similar recognized course.	service in the grade rendered after appointment thereto on a regular basis subject to possessing qualification of Senior	
(iii)	Must be able to impart training to Fire Crew and unit personnel on the use and maintenance of all items of Fire Fighting equipment or appliances and all evaluation of Fire Service Grades.	Supervisors Course from Defence Institute of Fire Research, Min of Def, New Delhi or the Sub-Officers Course from National Fire	
(iv)	Must have served in a recognized Civil or Defence Fire Brigade at least for three years in a rank not below the rank of Leading Hand Fire or equivalent.	Service College, Nagpur or equivalent.	
(v)	Must be conversant with the use and maintenance with the use and maintenance of all types of extinguishers, hose fittings and		
	fire appliances and equipments like fire engines, trailer, fire pumps foam branches,etc.		

(vi) Must be physically fit and capable of performing strenuous duties and must have passed the test prescribed to check physical fitness.

DETAILS OF PAY SCALES IN RESPECT OF FIRE FIGHTING STAFF OF ORDNANCE SERVICE DIRECTORATE

Post	Pay Scale	Method of Recruitment	Conditions of Promotion
Fire Supdt.	Rs.5000-8000	100% promotion	Fire Master with three years qualifying service in the grade.
Fire Master	Rs.4500-7000	By 100% promotion	Leading Hand (Fire) `B` and FED `B` with five years of qualifying service in the grade subject to possessing qualification of senior Fire Supervisors Course fro DIFR Delhi or Sub Officer Course from National Fire Service College, Nagpur
LHF `B`	Rs.4000-6000	By100% promotion failing which by deputation	By promotion: Leading Hand Fire `A` with eight years qualifying service in the grade
LH(Fire) `A`	Rs.3050-4590	By100% promotion	Fireman with three years qualifying service in the grade
FED `B`	Rs.4000-6000	By100% promotion failing which by deputation	Fire Engine Driver `A` with eight years qualifying serivce
FED `A`	Rs.3050-4590	By100% promotion	Fireman with three years qualifying service in the grade after appointment possessing a valid heavy vehicle driving licence.
Fireman	Rs.2750-4400	By absorption failing which by direct recruitment	-